
HOUSE BILL 3320

State of Washington 60th Legislature 2008 Regular Session

By Representatives Hinkle, Warnick, Bailey, Armstrong, and Dunn

Read first time 01/30/08. Referred to Committee on Commerce & Labor.

1 AN ACT Relating to encouraging employer contributions to accounts
2 established for employees to pay for health related expenses; and
3 amending RCW 49.46.020.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 **Sec. 1.** RCW 49.46.020 and 1999 c 1 s 1 are each amended to read as
6 follows:

7 (1) Until January 1, 1999, every employer shall pay to each of his
8 or her employees who has reached the age of eighteen years wages at a
9 rate of not less than four dollars and ninety cents per hour.

10 (2) Beginning January 1, 1999, and until January 1, 2000, every
11 employer shall pay to each of his or her employees who has reached the
12 age of eighteen years wages at a rate of not less than five dollars and
13 seventy cents per hour.

14 (3) Beginning January 1, 2000, and until January 1, 2001, every
15 employer shall pay to each of his or her employees who has reached the
16 age of eighteen years wages at a rate of not less than six dollars and
17 fifty cents per hour.

18 (4)(a) Except as provided in (c) of this subsection, beginning on
19 January 1, 2001, and each following January 1st as set forth under (b)

1 of this subsection, every employer shall pay to each of his or her
2 employees who has reached the age of eighteen years wages at a rate of
3 not less than the amount established under (b) of this subsection.

4 (b) On September 30, 2000, and on each following September 30th,
5 the department of labor and industries shall calculate an adjusted
6 minimum wage rate to maintain employee purchasing power by increasing
7 the current year's minimum wage rate by the rate of inflation. The
8 adjusted minimum wage rate shall be calculated to the nearest cent
9 using the consumer price index for urban wage earners and clerical
10 workers, CPI-W, or a successor index, for the twelve months prior to
11 each September 1st as calculated by the United States department of
12 labor. Each adjusted minimum wage rate calculated under this
13 subsection (4)(b) takes effect on the following January 1st.

14 (c) Beginning January 1, 2009, employers may elect to pay employees
15 the adjusted minimum wage rate published in Washington State Register
16 (WSR) 07-24-022 instead of the adjusted minimum wage rate calculated
17 under (b) of this subsection. If an employer elects to pay the
18 adjusted minimum wage rate published in WSR 07-24-022, the employer
19 shall deposit the difference between that rate and the adjusted minimum
20 rate calculated under (b) of this subsection to accounts established
21 for employees to pay for health related expenses, including, but not
22 limited to, health savings accounts, health reimbursement accounts, and
23 voluntary employee beneficiary associations.

24 (5) The director shall by regulation establish the minimum wage for
25 employees under the age of eighteen years.

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